

Center for Educator Compensation Reform



Educator Effectiveness—Where does TIF fit in District-Wide Human Capital Reform?

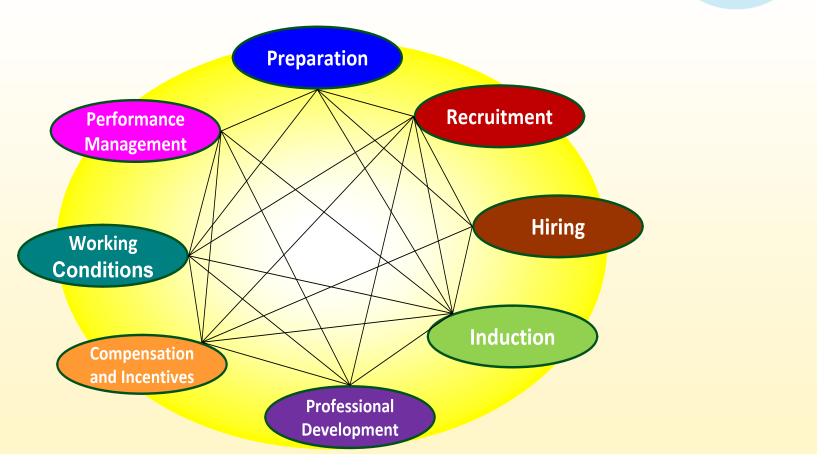
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Focus on What Matters

- America's central educational challenge is to dramatically improve student performance.
 - Teachers drive student performance
- We need a systemic approach to ensure the most effective teacher in every classroom and most effective leader in every school.



A Systemic Approach that Includes Compensation Reform





Example of a Systemic

Approach

Recruitment	Hiring	Induction and	Professional Development	Working Conditions	Compensation and Incentives	Performance Management
		Mentoring				

- → Implement early hiring timelines.
- Provide differentiated, ongoing, job-embedded professional development.
- •• Ensure that workloads are reasonable.
- Offer long-term salary policies that are market-sensitive, competitive, and performance-based.



Intensive Partnership Sites

Scope:

Dramatically enhance the concentration & distribution of effective teachers to drive student achievement in four major school systems

Process:

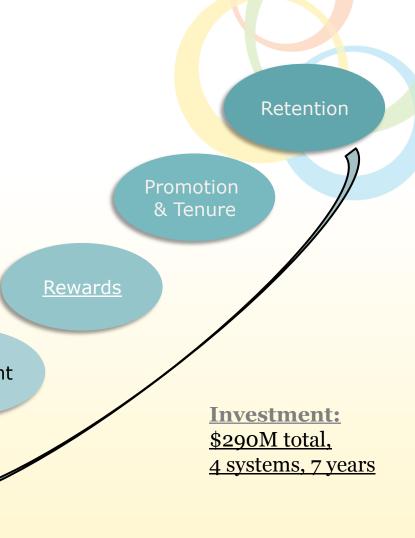
- Rigorous selection criteria
- <u>Cross-functional teams; daring and aggressive system reforms</u>
- Incisive strategic plans, metrics

Placement

Evaluation

Selection

Recruitment





Empowering Effective Teachers: Overview

Student Outcome Goals

Career ladder

compensation'

- Define postsecondary readiness
- Set bold yet attainable 7-year goals

- Realign strategy around high-quality applicant pools
- Tailor strategies to key shortage areas (eg, early hiring in math)
- Recruitment and placement
- Performance-based career ladder and salary supplements
- <u>Incentives to teach high-needs</u> <u>students</u>
 - Close link to evaluation and identified developmental needs

 Principal evaluation and compensation tied to student gains

gains

- Intensive 2-vear induction program
- Fully released mentor / evaluators
- Significant hurdles to tenure
- Redesigned evaluation instrument
 40% determined by student
- Roving, fully released expert evaluators

Foundational infrastructure

- <u>Performance</u> <u>management</u> <u>system</u>
- <u>capabilities</u>
- <u>Employee</u> communications

Talent

Professional development

management

• <u>Instructional supports</u> & assessments

Induction

Evaluation

- School scorecards
- Performance dashboards for principals and teachers
- Bolster recruiting personnel
- Provide high-quality staffing support to principals
- Curricula tied to state standards
- Aligned pacing guides, lesson plans, and formative assessments
- Robust pre- and post-tests



Supporting teachers as professionals

Human resource



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